

<p align="center">EQUAL OPPORTUNITY DATA REQUIRED TO BE POSTED BY THE NO FEAR ACT Equal Employment Opportunity Formal Discrimination Complaints U. S. DEPARTMENT OF AGRICULTURE (Fiscal Year 2003) Reporting Period Beginning: 10/1/02 and Ending: 9/30/03 Posting Date: 1/29/04 Agency:</p>					
1. The number of complaints filed: 490		2. Number of Filers (The number of individuals filing those complaints): 452		3. Number of Repeat Filers (The number of individuals who filed 2 or more complaints): 34	
4. Number of BASES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various bases of alleged discrimination.)					
BASIS		Number	BASIS		Number
a. RACE	Black	116	e. NATIONAL ORIGIN	Hispanic	34
	White	55		Other	45
	American Indian & Alaskan Native	16	f. DISABILITY	Physical	84
	Asian & Pacific Islander	14		Mental	29
	Other	36		Both	8
b. COLOR		41	g. AGE		175
c. RELIGION		35	h. RETALIATION		242
d. SEX (including Equal Pay Act)	Male	75	i. NON-EEOC REPORTABLE BASES		40
	Female	92			
Total					1,137
5. Number of ISSUES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various issues of alleged discrimination.)					
ISSUES		Number	ISSUES		Number
a. APPOINTMENT/HIRE		7	j. TRAINING		21
b. ASSIGNMENT OF DUTIES		31	k. TIME & ATTENDANCE		12
c. AWARDS		8	l. TERMINATION		36
d. CONVERSION TO FULL-TIME			m. MEDICAL EXAMINATION		
e. DISCIPLINARY ACTION		64	n. PAY, INCLUDING OVERTIME		5
Demotion		(3)	o. PROMOTION/NON-SELECTION		174
Reprimand		(11)	p. HARASSMENT		165
Suspension		(21)	Sexual		(20)
Removal		(5)	Non-Sexual		(145)
Miscellaneous		(24)	q. REINSTATEMENT		1
f. DUTY HOURS		10	r. RETIREMENT		1
g. EVALUATION/APPRaisal		29	s. TERMS/CONDITIONS OF EMPLOYMENT		61
h. EXAMINATION/TEST			t. REASONABLE ACCOMODATION		24
i. REASSIGNMENT		32	u. OTHER		49
Total					730
6. Average Length of Time to Complete Each Stage of the Complaint Process:			Number of Complaints	Number of Processing Days	Average Number of Processing Days
a. COUNSELING			1042	50,494	48
b. INVESTIGATION			411	131,948	321
c. FINAL AGENCY ACTION-WITH EEOC HEARING			95	141,702	1,492
d. FINAL AGENCY ACTION-WITHOUT EEOC HEARING			134	218,699	1,632
e. DISMISSALS			44	32,456	738
f. SETTLEMENT AGREEMENTS			217	155,810	718
g. WITHDRAWALS			58	23,459	404
7. Final Agency Actions Involving a Finding of Discrimination.			Number of Complaints with a Finding of Discrimination	Percent of Complaints with a Finding of Discrimination	
a. Without an EEOC Administrative Hearing			3		
b. With an EEOC Administrative Hearing			4		
c. Totals			7	100%	

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8. Final Agency Actions With a Finding of Discrimination by Basis.		Number of Complaints with an EEOC Hearing	Percent of Bases with an EEOC Hearing	Number of Complaints without an EEOC Hearing	Percent of Bases without an EEOC Hearing	Total Number of Complaints	Total Percent of Bases
Race	Black						
	White						
	American Indian & Alaskan Native						
	Asian & Pacific Islander						
	Unidentified						
Color							
Religion							
Sex (Including Equal Pay Act)	Male						
	Female						
National Origin	Hispanic						
	Other						
Age							
Disability	Physical						
	Mental						
	Both						
Retaliation							
Non-EEOC Reportable Complaints							
Total		7	100%			7	100%
9. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years (The total number of complaints pending for any length of time.)							
		(A + B) Total number of pending complaints	(A) Total number of complaints filed in the current fiscal year	(B) Total number of complaints first filed before the start of the current fiscal year	Number of individuals who filed complaints in prior fiscal years		
a. Acceptance/Dismissal (Counseling)		372	338	34	43		
b. Investigation		134	117	17	19		
c. Hearing		474	36	438	262		
d. Final Agency Action		533	24	509	370		
e. Appeal		371	69	302	119		
f. Totals		1,884	584	1,300	813		
g. Number of complaints in abeyance pending resolution of class complaints: 66							
10. Final Agency Actions with a Finding of Discrimination by Issues.		Number of Complaints With an EEOC Hearing	Percent of Complaints With an EEOC Hearing	Number of Complaints Without an EEOC Hearing	Percent of Complaints Without an EEOC Hearing		
Appointment/Hire							
Assignment of Duties							
Awards							
Conversion to Full-Time							

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Equal Employment Opportunity Formal Discrimination Complaints
U. S. DEPARTMENT OF AGRICULTURE (Fiscal Year 2003)

Reporting Period Beginning: 10/1/02

and Ending: 9/30/03

Posting Date: 1/29/04

Agency:

Disciplinary Action	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Miscellaneous				
Duty Hours					
Evaluation Appraisal					
Examination/Test					
Harassment	Sexual				
	Non-sexual				
Medical Examination					
Pay, Including Overtime					
Promotion/Non-Selection					
Reassignment	Denied				
	Directed				
Reasonable Accommodation					
Reinstatement					
Retirement					
Terms/Conditions of Employment					
Termination					
Training					
Time & Attendance					
Other					
Totals		4		3	
11. The total number of complaints pending for any length of time in which the agency has not completed its investigation within the time required by 1614.106(e)(2).					
a. Pending complaints received during the current fiscal year: 106					
b. Pending complaints received prior to the current fiscal year: 80					